Arizona Department of Education Update on Educator Evaluation

ASPAA Spring Conference

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ESEA Waiver: Amendments to the Framework

- At its January 28th meeting, the SBE discussed:
  - Revising the definition of *Student Academic Progress* to align with the federal definition: "Student growth" is the change in student achievement for an individual student between two or more points in time."

  - Student growth be a "*significant factor*" of a teacher's and principal's evaluation (20% minimum of the TOTAL evaluation).

Framework for Measuring Educator Effectiveness

Current Definition

- Academic Progress
  - A measurement of student academic performance. These measurements can be either: 1) the amount of academic growth a student experiences during one school year; **or** 2) a single measure of academic performance, including, but not limited to, formative assessments, summative assessments, and AZ LEARNS profiles.
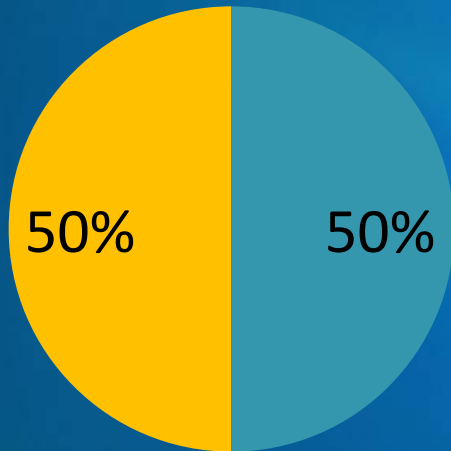
Framework for Measuring Educator Effectiveness

Proposed Definition

- Academic Progress

A measurement of student academic performance. These measurements shall include the amount of academic growth students experience during one school year, and may include a single measure of academic performance, including, but not limited to, formative assessments, summative assessments, and the AZ LEARNS profiles.
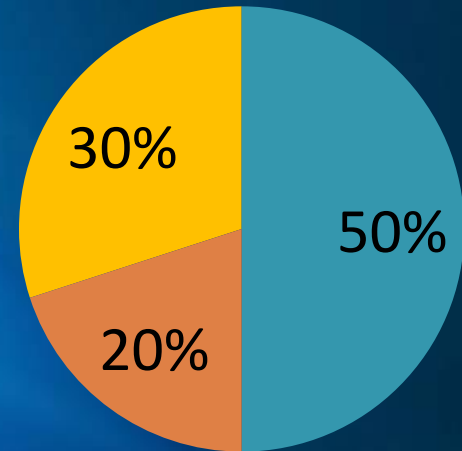
Proposed Change to Framework

Four Teacher Performance Classifications: Definitions Adopted on 01/28/13

- Highly Effective
- Effective
- Developing
  - The developing classification is not intended to be assigned to a veteran teacher for more than two consecutive years. This classification may be assigned to new or newly-reassigned teachers for more than two consecutive years.
- Ineffective

ADE's State Optional Model

- Pilot began in October 2012
- Teachers: Danielson Framework for Teaching
- Principals: ADE-developed using an ISSLC rubric
- Six LEAs are piloting both models:
    - Williams Unified School District
    - Bisbee Unified School District
    - Maricopa Unified School District
    - Stanfield Elementary School District
    - Accelerated Elementary and Secondary Charter School (1)
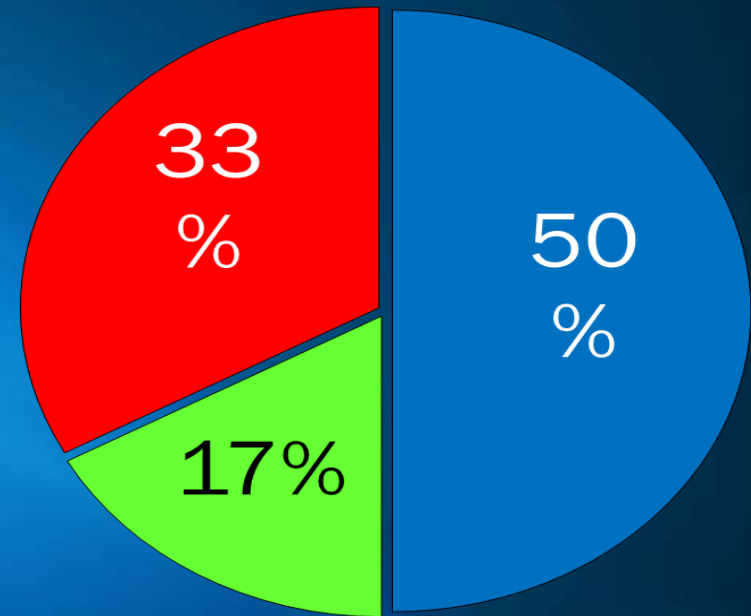   - Westwind Academies (4)

General Weighting for Teachers in Arizona's Pilot Teacher Evaluation Model

- 33% School/Classroom-Level Data

- 17% Survey/Peer Review/Self-Reflection

- 50% Teaching Performance

40 Points = Student Academic Progress

60 Points = Teaching Performance

20 Points – Survey Data, Peer Review

Student Learning Objectives

- **Definition:** A student learning objective (SLO) is a classroom level (or school-wide) standards-based measure relevant to the content area taught during the current school year that is:

  - Specific and measureable

  - Based on available prior student learning data

  - Written to measure growth and/or achievement

Classroom SLOs

- *A measure of **student mastery** within a specific content area. For the AZ Teacher Evaluation model we require this objective to include all students in a class/classes for one content area.*

Examples:

1. 90% of the students will achieve 80% mastery on the Grade 9 Algebra I end-of-course exam
2. 80% of students who take the end of course AP World History exam will score a 3 or higher

Targeted SLOs: *GROWTH*

*A measure of **student growth** for a particular set of students in the lowest level of preparedness or achievement in order to master the content area.*

Examples:

1. 4 out of 6 students will increase 10 words per minute over their baseline median score on the Oral Reading Fluency assessment by the end of the year.

2. 2 out of 3 students will improve one achievement level on the Drama performance final exam as measured by a performance rubric.

Teacher Data Tables

- Grades K-1 Teachers
- Grade 2 Teachers
- Grade 3 Teachers
- Grades 4-6 Teachers
- Grades 7 Language Arts Teachers, Reading Specialists, and Librarians
- Grades 7 Mathematics Teachers
- Grades 8 Language Arts Teachers, Reading Specialists, and Librarians
- Grades 8 Mathematics Teachers
- Grades 9 Language Arts Teachers, Reading Specialists, and Librarians
- Grades 9 Mathematics Teachers
- Grades 10 Language Arts Teachers, Reading Specialists, and Librarians
- Grades 10 Mathematics Teachers
- Grades 11&12 Mathematics, Language Arts Teachers, Reading Specialists, and Librarians
- SEI Teachers (Grades K-2; Grade 3; Grades 4-8; Grade 9; Grade 10; Grade 11 & 12)
- Special Education Teachers with Students Taking AIMS (Grades K-2; Grades 3-10; Grades 11&12)
- Special Education Teachers with Students Taking AIMS A (Grades K-2; Grades 3-10; Grades 11&12)
- Group B Teachers with SLOs (varied across grades)
- Group B Teachers without SLOs (varied across grades)

Pilot 1: Special Education Teachers with Students Taking AIMS A (Grades 3-10)

Percent of School-Level Data	Category	Point Value	School/ Classroom Level Data	Point Value	Points Determination
40 Points (33% of total)	Achievement	8	Classroom SLO Across Grades	4	Current Year Data
			Percent Passing AIMS A Reading Across Grade Levels or Grade Level	4	Prior Year Data
			Percent Passing AIMS A Mathematics Across Grade Levels or Grade Level	4	Prior Year Data
	Growth	24	Targeted SLO	24	Current Year Data
	Career & College Ready	8	Attendance Rate	4 or 0	Current Year Data
			Communication Skills	4 for elementary &middle school; 2 for high school	Prior Year Data
			Graduation Rate School-Wide (high school only)	2 or 0	Prior Year Data

Pilot 1: Grade 2 Teachers

Percent of School-Level Data	Category	Point Value	School/Classroom Level Data	Point Value	Points Determination
44 Points (37% of total)1,2	Achievement	20	Classroom SLO for social studies	8	Current Year Data
			Classroom SLO for Science	8	Current Year Data
			Percent At or Above the 5th Stanine on the Grade 2 Stanford 10 - Reading	10	Trend Data
			Percent At or Above the 5th Stanine on the Grade 2 Stanford 10 - Mathematics	10	Trend Data
	Growth	24	Targeted SLO on Reading Assessment (Standardized product with tested reliability and validity)	24	Current Year Data

PILOT 1: Group B Specials Teachers

Percent of School-Level Data	Category	Point Value	School/Classroom Level Data	Point Value	Data Source
40 Points (33% of total)	Achievement	8	Classroom SLO at Classroom Level	8	Current Student-Level Data from Classroom
	Growth	24	Targeted SLO	24	
	Career & College Ready	8 Choice of the following	Graduation Rate	8	Prior Year Data
			Percent of Grade 8 Students that Exceeds AIMS Reading and Mathematics		
			AIMS CCR Equivalent Score		